

MINUTES OF THE
PERSONNEL COMMITTEE
MONDAY, AUGUST 11, 2008

At a meeting of the **Personnel Committee**, held Monday, August 11, 2008, in the Board Room, on the 9th Floor of the Administration Building, Mt. Clemens, the following members were present:

Camphous-Peterson-Chair, Brdak, Brown, Bruley, Crouchman, DeSaele, DiMaria, Doherty, Drolet, Duzyj, D. Flynn, J. Flynn, Gielegghem, Haggerty, Lund, Mijac, Rengert, Roberts, Rocca, Sauger, Slinde, Switalski, Szczepanski, Torrice and Vosburg.

Absent and excused was Tocco.

There being a quorum of the committee present, Chair Camphous-Peterson called the meeting to order at 9 a.m.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

AGENDA

MOTION

A motion was made by Rengert, supported by Doherty, to adopt the agenda, as amended, to include #8a, b and c. **The Motion Carried.**

MINUTES

MOTION

A motion was made by J. Flynn, supported by Rocca, to approve the April 24 (special) and May 2 (special), 2008 minutes of this committee, as written. **The Motion Carried.**

PUBLIC PARTICIPATION

Ruthie Stevenson, President, Macomb County Branch of NAACP

Ms. Stevenson spoke about concerns outlined in a letter she received from the dietary staff at Martha T. Berry.

REPORT BY UNITED WAY RE: COMMUNITY INVOLVEMENT

MOTION

A motion was made by Rocca, supported by J. Flynn, to receive and file the report by United Way regarding community involvement.

Ms. Jessica Cheshire, new Area Director for Macomb County, provided a handout to accompany her PowerPoint presentation. She reintroduced the organization and stated its purpose, vision and mission. She also spoke about core initiatives, the 211 Macomb County Call Summary Report for June, the 2008-2011 Funding Detail Report and the 2008 Macomb local community committee roster.

After brief discussion, Chair Camphous-Peterson called for a vote on the motion and **The Motion Carried.**

APPROVAL OF MODIFIED REDUCTION IN WORKFORCE POLICY FOR NON-REPRESENTED STAFF

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DOHERTY, SUPPORTED BY TORRICE, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THE REDUCTION IN WORKFORCE POLICY FOR NON-REPRESENTED STAFF, AS MODIFIED.

Discussion took place regarding changing the layoff policy to be based upon department seniority vs. countywide seniority and concerns were expressed that this could be problematic. Mr. Herppich stated that most of the non-union positions were highly specified and the employees must be duly qualified per the job description in order to replace another person in that position; no cross-departmental bumping or replacement rights would exist. He stated that the more the process is personalized, the more difficult it becomes and whatever is put in place should mirror the language within union contracts. He felt this type of process is the fairest way to deal with this group of employees.

Discussion of possible scenarios followed. Mr. Herppich stated that since no performance evaluation mechanism exists, straight seniority is the most defensible way to handle a reduction situation. Commissioner Bruley requested that a performance evaluation system be put in place for employees and department heads.

Chair Camphous-Peterson called for a vote on the motion and **THE MOTION CARRIED WITH BRULEY VOTING “NO.”**

STATISTICAL SUMMARY OF AD HOC ACTIONS RE: VACANT PERSONNEL OPENINGS

MOTION

A motion was made by Vosburg, supported by Rengert, to receive and file the statistical summary of Ad Hoc actions regarding vacant personnel openings.

Commissioner J. Flynn requested that future reports indicate which positions are grant funded.

Chair Camphous-Peterson called for a vote on the motion and **The Motion Carried.**

VACANCY RECONFIRMATIONS

(as recommended by Ad Hoc Committee on 8-6-08)

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DeSAELE, SUPPORTED BY ROCCA, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE RECONFIRMATION OF THE FOLLOWING VACANCIES PURSUANT TO THE MOTION PASSED BY THE AD HOC COMMITTEE ON AUGUST 6, 2008:

ONE COMMUNITY HEALTH TECHNICIAN HEALTH

ONE TEACHER III COMMUNITY SERVICES AGENCY

THE MOTION CARRIED WITH SZCZEPANSKI VOTING “NO.”

**ELIMINATION OF FULL TIME PRESCRIPTION DRUG CLERK POSITION
IN SENIOR CITIZEN SERVICES DEPARTMENT**

(recommended by Senior Citizens Committee on 8-8-08)

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DeSAELE, SUPPORTED BY ROCCA, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE ELIMINATION OF THE FULL TIME PRESCRIPTION DRUG CLERK POSITION IN THE SENIOR CITIZEN SERVICES DEPARTMENT. **THE MOTION CARRIED.**

**CHANGE TITLE OF PRESCRIPTION RESOURCE NETWORK ASSISTANT
TO PRESCRIPTION RESOURCE NETWORK ADVOCATE**

(recommended by Senior Citizens Committee on 8-8-08)

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY VOSBURG, SUPPORTED BY TORRICE, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE A TITLE CHANGE OF PRESCRIPTION RESOURCE NETWORK ASSISTANT TO PRESCRIPTION RESOURCE NETWORK ADVOCATE IN THE SENIOR CITIZEN SERVICES DEPARTMENT. **THE MOTION CARRIED.**

**EXECUTIVE SESSION TO DISCUSS LABOR NEGOTIATIONS AND CONFIDENTIAL
CORRESPONDENCE FROM CORPORATION COUNSEL**

MOTION

A motion was made by Szczepanski, supported by Rengert, to enter into Executive Session for the purpose of discussing labor negotiations.

A roll call vote was taken as follows:

Voting Yes were Brdak, Brown, Bruley, Crouchman, DeSaele, Doherty, J. Flynn, Gielegem, Haggerty, Lund, Rengert, Roberts, Rocca, Sauger, Slinde, Switalski, Szczepanski, Torrice, Vosburg and Camphous-Peterson.

The Motion Carried.

In accordance with the motion, committee entered Executive Session at 9:45 a.m., with it concluding at 11:34 a.m.

ADJOURNMENT

MOTION

A motion was made by Brdak, supported by J. Flynn, to adjourn the meeting at 11:35 a.m.

The Motion Carried.

**Corinne Bedard
Committee Reporter**